

The Prevention Of Sexual Misconduct Policy Guidelines

For Faith Family Christian Center

In the Gospel of Matthew chapter 10 we read the account of Jesus calling the twelve disciples together and commissioning them to go out and preach, teach, and pray for people in the power of his name. We believe that we are under the same commission today – to make a difference in our culture by doing the same things the first twelve disciples did in the name of Jesus. In that same context, Jesus warned his men that they needed to be “as wise as serpents and as harmless as doves.” We want to be that way.

It is our desire to make a positive impact on the lives of all the children that come through our doors, whether for pre-school and day care, or for children’s ministries on Sundays and Wednesdays. In order to do our best to insure that everything we do is positive and above accusation we feel it necessary to live by the following guidelines here at Faith Family as we minister to boys and girls and young people. We want to be sure that this is a safe place for everyone who enters.

1. In order to comply with the requirements of our insurance provider, each and every employee and/or volunteer who works directly with children must submit to a criminal background check. This policy is for every one who is in any way involved in the care, supervision and/or teaching of minors.

2. We will ask that new people to the church walk with us and worship with us for at least three months before we use them as a volunteer working with children. We believe it is important to know those who work among us.

3. While we believe in redemption and regeneration, in order to comply with insurance company policies and to reduce risks of accusations, if a background check reveals a sexual misconduct-related offense, that person will be permanently ineligible to volunteer (or be hired) to work directly with minors.

We would ask that our employees and volunteers observe the following guidelines to protect the best interest of all parties . . .

4. Work with children only within group settings. If it appears that your class is going to have only one student, and you are the only teacher, join your class with another one.

5. If it becomes necessary to admonish a child in private, take them aside out of earshot of the rest of the class but still in the line of sight of others.

6. If a child needs a private counseling session it should be done in a room with exterior windows and a window in the door. You should make sure that there is another adult in close proximity who knows what you are doing and can have visual contact with the situation.

7. Appropriate displays of affection with the children, (loving touching, hugging or kissing, etc) should only occur in public places.

While we do not want to live in fear, we do want to be wise enough to know that we live in a litigious culture. Therefore we need to take every precaution to make sure that our actions are not misunderstood or misconstrued. We want to minimize opportunities for misconduct and accusations to take place.

Consent for Criminal Background Check

- Please print clearly -

_____		_____	
Full Legal Name		Date of Birth	
_____		_____	_____
Street Address		City	State Zip
_____	_____	_____	_____
Home Phone	Cell Phone	Driver's License #	State

_____ (initial here) **I have read the Faith Family Christian Center Policy Guidelines for the Prevention of Sexual Misconduct and I hereby commit myself to work within those guidelines.**

DISCLOSURE

Pursuant to RCW 43.43.834(2), prospective employees or volunteers who will or may have unsupervised access to children under sixteen years of age during the course of his or her employment or involvement with this organization must complete the disclosure. Answer YES or NO to each listed item. If the answer is YES to any item, explain in the area provided, indicating the crime(s) or finding(s), the date, and the court(s) involved.

1. Have you ever been convicted of any crimes against children or other persons as defined in RCW 43.43.830(6), and listed as follows: aggravated murder; first or second degree murder; first or second degree kidnapping; first, second, or third degree assault; first, second, or third degree rape; first, second, or third degree statutory rape; first or second degree robbery; first degree arson; first degree burglary; first or second degree manslaughter; first or second degree extortion; indecent liberties; incest; vehicular homicide; first degree promoting prostitution; communication with a minor; unlawful imprisonment; simple assault; sexual exploitation of minors; first or second degree criminal mistreatment; child abuse or neglect as defined in RCW 26.44.020; first or second degree custodial interference; malicious harassment; first, second, or third degree child molestation; first or second degree sexual misconduct with a minor; first or second degree rape of a child; patronizing a juvenile prostitute; child abandonment; promoting pornography; selling or distributing erotic material to a minor; custodial assault; violation of a child abuse restraining order; child buying or selling; prostitution; felony indecent exposure; or any of these crimes as they may be renamed in the future?
 YES NO If YES, explain: _____

2. Have you ever been found in any dependency action under RCW 13.34.040 to have sexually or exploited any minor or to have physically abused any minor?
 YES NO If YES, explain: _____

3. Have you ever been found by a court in a domestic relations proceeding under Title 26 RCW to have sexually abused or exploited any minor or to have physically abused any minor?
 YES NO If YES, explain: _____

4. Have you ever been found in any disciplinary board final decision to have sexually or physically abused or exploited any minor?
 YES NO If YES, explain: _____

Faith Family Christian Center / Grace International is authorized to request the Washington State Patrol or other law enforcement agencies to make available a prospective employee's or volunteer's record for convictions of offenses against children or other persons, adjudications of child abuse in a civil action, disciplinary board final decisions, and any subsequent criminal charges associated with the conduct that is the subject of the disciplinary board's final decision. Any misrepresentation or willful omission of facts shall be sufficient cause for disqualification of this application.

Pursuant to RCW 9A.72.085, I certify under penalty of perjury under the laws of the State of Washington that the foregoing is true and correct.

_____	_____
Signature	Date